



**THE
JUVENILE JUSTICE
COMMITTEE**

ACTION PACKET

**Wednesday, January 25, 2006
9:30 AM – 12:00 PM**

COMMITTEE MEETING REPORT

Juvenile Justice Committee

1/25/2006 9:30:00AM

Location: 214 Capitol

Attendance:

	<i>Present</i>	<i>Absent</i>	<i>Excused</i>
Faye Culp (Chair)	X		
Gustavo Barreiro	X		
Audrey Gibson	X		
Matthew Meadows			X
Mitch Needelman	X		
Frank Peterman			X
Anthony Traviesa	X		
Totals:	5	0	2

COMMITTEE MEETING REPORT

Juvenile Justice Committee

1/25/2006 9:30:00AM

Location: 214 Capitol

HB 529 : Juvenile Defendants

<input checked="" type="checkbox"/>	Favorable With Committee Substitute				
	Yea	Nay	No Vote	Absentee Yea	Absentee Nay
Gustavo Barreiro			X		
Audrey Gibson	X				
Matthew Meadows			X		
Mitch Needelman		X			
Frank Peterman			X		
Anthony Traviesa	X				
Faye Culp (Chair)	X				
Total Yeas: 3		Total Nays: 1			

Appearances:

Juvenile Defendants

Nancy Daniels (State Employee) - Proponent

Public Defender, 2nd Judicial Circuit

Leon County Courthouse 301 South Monroe Street

Tallahassee FL 32301

Phone: 850-606-1010

COMMITTEE MEETING REPORT

Juvenile Justice Committee

1/25/2006 9:30:00AM

Location: 214 Capitol

HB 563 : Juvenile Animal Cruelty

☒ Favorable With Committee Substitute

	Yea	Nay	No Vote	Absentee Yea	Absentee Nay
Gustavo Barreiro	X				
Audrey Gibson	X				
Matthew Meadows			X		
Mitch Needelman	X				
Frank Peterman			X		
Anthony Traviesa			X		
Faye Culp (Chair)	X				
Total Yeas: 4		Total Nays: 0			

COMMITTEE MEETING REPORT

Juvenile Justice Committee

1/25/2006 9:30:00AM

Location: 214 Capitol

Other Business Appearance:

Gender-Specific Programming for Girls

Rashada Houston, Senior Legislative Analyst (State Employee) (At Request Of Chair) - Information Only

Office of Program Policy Analysis and Government Accountability (OPPAGA)

111 West Madison Street, Suite 312

Tallahassee FL 32399

Phone: 850-487-4971

Provider Certification Task Force

Eber Brown, Assistant Secretary of Staff Development (State Employee) (At Request Of Chair) - Information Only

Florida Department of Juvenile Justice

2737 Centerview Drive

Tallahassee FL 32399-3100

Phone: 850-921-4211

Provider Certification Task Force

Charles R. Chervanik, Assistant Secretary-Residential Services (State Employee) - Information Only

Florida Department of Juvenile Justice

2737 Centerview Drive

Tallahassee FL 32399-3100

Phone: 850-921-4188

Provider Certification Task Force

Mark P. Fontaine, Executive Director (Lobbyist) - Information Only

Florida Juvenile Justice Association

411 Office Plaza Drive

Tallahassee FL 32301

Phone: 850-671-3442

COMMITTEE MEETING REPORT

Juvenile Justice Committee

1/25/2006 9:30:00AM

Location: 214 Capitol

Summary:

Juvenile Justice Committee

Wednesday January 25, 2006 09:30 am

HB 529 Favorable With Committee Substitute

Yeas: 3 Nays: 1

HB 563 Favorable With Committee Substitute

Yeas: 4 Nays: 0

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. 1 (for drafter's use only)

Bill No. **HB 529**

COUNCIL/COMMITTEE ACTION

ADOPTED ☐ (Y/N)

ADOPTED AS AMENDED ☐ (Y/N)

ADOPTED W/O OBJECTION ☒ (Y/N)

FAILED TO ADOPT ☐ (Y/N)

WITHDRAWN ☐ (Y/N)

OTHER ☐

Council/Committee hearing bill: Juvenile Justice Committee
Representative Meadows offered the following:

Amendment (with title amendment)

Remove lines 95-101 and insert:

proceedings. If a parent or legal guardian is also an alleged
victim in the case, the court may not order the parents or legal
guardian to obtain private counsel but shall appoint counsel
pursuant to s. 27.52 to represent the indigent child. At the
disposition of the case and upon a finding by the court that a
parent or legal guardian is a victim of the offense, the parents
or legal guardian are not liable for fees, charges, or costs
under s.

===== T I T L E A M E N D M E N T =====

Remove lines 9-12 and insert:

parent or legal guardian is an alleged victim in the case;
providing that the parents or legal guardian are not liable for
fees, charges, or costs upon a finding by the court that a
parent or legal guardian is a victim of the

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HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. 1 (for drafter's use only)

Bill No. HB 563

COUNCIL/COMMITTEE ACTION

ADOPTED _____ (Y/N)
ADOPTED AS AMENDED _____ (Y/N)
ADOPTED W/O OBJECTION ☒ (Y/N)
FAILED TO ADOPT _____ (Y/N)
WITHDRAWN _____ (Y/N)
OTHER _____

Council/Committee hearing bill: Juvenile Justice Committee
Representative Culp offered the following:

Amendment (with title amendment)

Remove line(s) 28-43 and insert:

(2) For purposes of this section, the term:

(a) "Department" means the Department of Juvenile Justice.

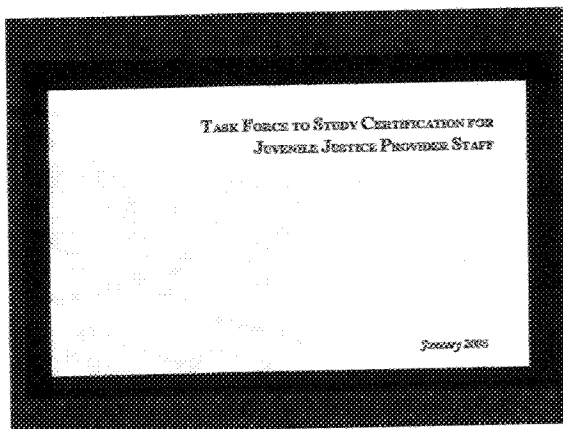

(b) "Juvenile animal cruelty offender" means a juvenile referred to the department who has violated s. 828.12, Florida Statutes, or who otherwise has a history of engaging in one or more acts of animal cruelty.

(3) There is created a task force to review and evaluate the state's laws that define and address animal cruelty and the department's practices for treating and rehabilitating juvenile animal cruelty offenders. The task force shall make findings that include, but are not limited to:

(a) Identification of statutes that address animal cruelty.

(b) Compilation of statistics regarding the number of juveniles in this state who have been found, between July 1, 2001, and June 30, 2006, to have committed an act of animal cruelty in violation of s. 828.12, Florida Statutes, and

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Present Findings and Recommendations

regarding

- Occupational levels of staff subject to certification
- Personnel needs
- Criteria that may be used to certify staff
- Levels of certification
- Procedures for testing and validating the effectiveness of any recommended staff certification system
- Systems and costs to implement and maintain a certification system

OPPAGA Report

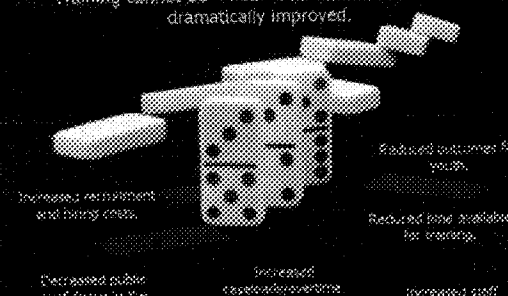


“operating with the minimum numbers of staff necessary to ensure public safety and minimal staffing resulted in inexperienced and fatigued staff, a lack of training, and higher turnover rates.”

Review of the Department of Corrections' Confidential Office Staffing, January 15, 1998

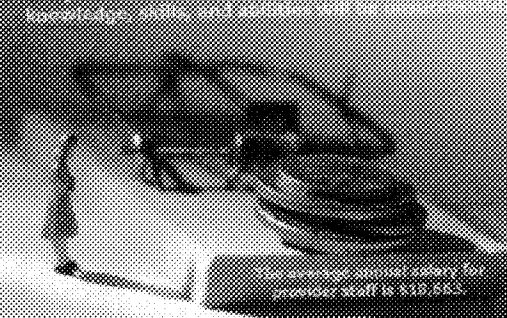
Critical Issues

Training cannot be “fixed” until retention rates are dramatically improved.



- Increased recruitment and hiring costs
- Reduced retention for youth
- Reduced time available for training
- Increased case load/overwork
- Increased staff performance issues
- Decreased public confidence in the juvenile justice system

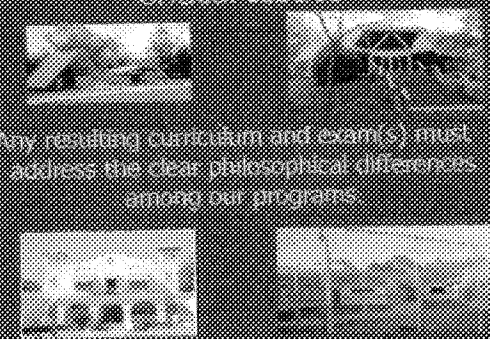
Until staff are paid a living wage, efforts to professionalize the youth justice and enhance knowledge, skills, and abilities will be compromised.



The average annual salary for provider staff is \$18,583.


Critical Issues

Any reading curriculum and exam(s) must address the clear philosophical differences among our programs.



Increasing staff salaries will have a dramatic impact on:

2011-12M-IMP




50% Turnover Rate

Stabilizing and professionalizing the work force, and reducing turnover.

Background Related to Critical Issues

Many of our full-time employees currently qualify for:

Florida
WIC
DONOR SUPPORTED




WIC
DONOR SUPPORTED

Title	Median Salary
Residential Direct Care Staff: Private	\$13,963


Source: Bureau of Economic Research

Work Force Flight To:

- More Competitive Wages
- Superior/Safer Environment
- Better Hours






WAL-MART
ADDITIONAL LOW PRICES, *every day*



Per Diem Levels

The current rate structure is not adequate to fund a certification system.

The salary difference between Adult Correctional Officers and Juvenile Justice Staff

Title	Entry Level Salary	Difference
Correctional Officers	\$30,320	N/A
Residential Direct Care Staff: Private	\$17,160	\$13,160
Residential Direct Care Staff: State	\$23,022	\$7,298

Very Similar, Very Different



Protect the public by reducing juvenile crime and delinquency in Florida.



The Department of Corrections protects the public by operating a safe, secure, humane, and efficient corrections system.


TREATMENT

Rehabilitate and protect youth from entering the adult system.

Differing requirements and responsibilities must be met when working with youth.

"They not only come into our custody, they come into our home."
-DET. JAMES J. BROWN


Existing Training Requirements

<p>State</p> <p>220 Hours Inmate Training On-Site</p> <p>120 Hours Instructor at a CJ Academy</p> <p>240 Hours of Training</p>		<p>Contracted</p> <p>220 Hours Training On-Site</p> <p>200 Hours Contracted with for-fee officers</p>
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Task Force Recommendations

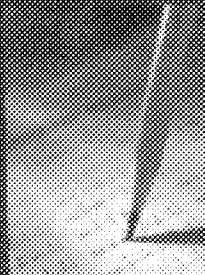
The Three-Year Plan

A comprehensive phased approach to stabilize the work force while simultaneously developing curriculum and exams.

<p>Improve the professionalism of the juvenile justice workforce</p> <p>Reduce turnover</p> <p>Improve retention practices</p> <p>Create a career ladder</p>		<p>Improve public confidence</p> <p>Improve the justice outcomes for juveniles</p> <p>Acceptance into CJTC</p>
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Levels of Certification


A single level of certification for entry-level direct care and supervisory juvenile justice staff.



One common certification to ensure staff possess minimum competency in the field of juvenile justice.

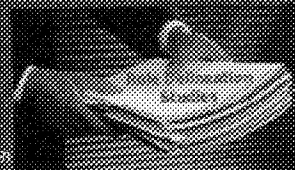
Occupational Levels of Staff Subject to Certification

- Residential Direct Care and Custody Staff
- Community Corrections Case Management and Assessment Staff




Criteria Used to Certify Staff

- Minimum educational requirements.
- Successful completion of a prescribed, juvenile justice specific, competency-based curriculum.
- Attain a minimum or greater score on a written certification exam.
- Continuing education/recertification requirements.




Process for Testing and Validating the Effectiveness of Any Recommended Staff Certification System




- Learning validated with the training and testing program
- Assessment of knowledge based on the performance measures, processes and tools and outputs

• A certification system validation based on the ability to perform on realistic work training


• Impact on the business outcomes, productivity, retention, etc. to be measured within 6 months of implementation to determine sustainability over the next three years.



The Benefits and Costs to Implement and Maintain a Certification System




The cost to establish a certification system must reflect the basic assumption that safety must be increased and turnover must be stabilized.



The Benefits and Costs to Implement and Maintain a Certification System

- The policy will require better working conditions and increase safety
- The Department will increase staff retention, productivity, training, improvement staff performance
- The employees will have increased confidence in the ability to accomplish their job



Cost to Implement Safety Enhancements and a Certification System

Time Period	Key Steps	Proposed Budget Estimate
FY 2005/06	Conduct SW-Tech Analysis to identify staff responsibilities for accident prevention and safety	N/A
FY 2006/07	Develop safety training curriculum to address safety training needs	\$50,000.00
FY 2007/08	Develop safety training curriculum to address safety training needs	\$10,000.00
FY 2008/09	Develop safety training curriculum to address safety training needs	\$10,000.00
FY 2009/10	Develop safety training curriculum to address safety training needs	\$10,000.00
FY 2010/11	Develop safety training curriculum to address safety training needs	\$10,000.00

Fiscal Year 2005/06			
Salary and fringe benefits (20% of total)			\$10,000.00
Program infrastructure (staff materials development)			\$50,000.00
Salaries			\$50,000.00
Travel costs			\$50,000.00
Staff costs as a result of turnover			\$50,000.00
Program infrastructure			\$50,000.00
FY 2005/06 Budget			\$350,000.00

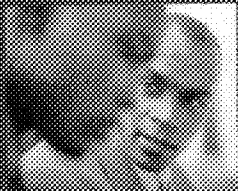
Fiscal Year 2006/07			
Salary and fringe benefits (20% of total)			\$10,000.00
Program infrastructure (staff materials development)			\$50,000.00
Salaries			\$50,000.00
Travel costs			\$50,000.00
Staff costs as a result of turnover			\$50,000.00
Program infrastructure			\$50,000.00
FY 2006/07 Budget			\$350,000.00

Fiscal Year 2006/07			
Salary and fringe benefits (20% of total)			\$10,000.00
Program infrastructure (staff materials development)			\$50,000.00
Salaries			\$50,000.00
Travel costs			\$50,000.00
Staff costs as a result of turnover			\$50,000.00
Program infrastructure			\$50,000.00
FY 2006/07 Budget			\$350,000.00


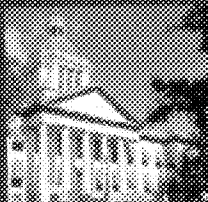

Fiscal Year 2007/08			
Salary and fringe benefits (20% of total)			\$10,000.00
Program infrastructure (staff materials development)			\$50,000.00
Salaries			\$50,000.00
Travel costs			\$50,000.00
Staff costs as a result of turnover			\$50,000.00
Program infrastructure			\$50,000.00
FY 2007/08 Budget			\$350,000.00

Provider Staff Salary Enhancement Funding Formula	
Residential Care and Custody Staff	
3115 FTE x \$13,160 = \$40,993,400	
+	
Community Corrections Case Management and Assessment Staff	
1075 FTE x \$7,313 = \$7,831,725	
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Total	\$50,325,125

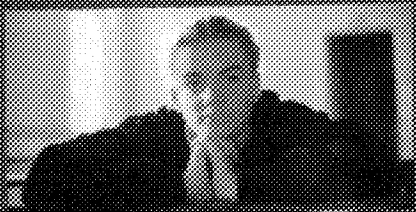
Department of Juvenile Justice Employees to Parity with Department of Corrections Funding Formula	
Juvenile Detention Officers	
3672 FTE x \$5348 = \$5,734,496	
+	
Juvenile Correction Officers	
548 FTE x \$7295 = \$3,995,304	
+	
Juvenile Probation Officers	
1322 FTE x \$4179 = \$5,524,638	
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Total	\$15,248,422



The Juvenile Justice System has the potential to increase public safety by working with youth and helping them learn how to be a functioning, successful member of society.

The Legislature has the opportunity to appropriately compensate the staff for their efforts, ensure adequate training, thereby allowing them to be confident members of a profession and ultimately,



provide the youth in the State of Florida the opportunity to be successful.